

**ORDINANCE NO. 28-92
CHAPTER 13
ARTICLE XII
TO REQUIRE IMPLEMENTATION AND
DEVELOPMENT OF A POLICY
AGAINST SEXUAL HARASSMENT OR
OTHER DISCRIMINATION IN
WORKPLACE**

AN ORDINANCE to amend Chapter 13 of the 1984 Detroit City Code by adding Article XII, Section 13-12-1 to require the Human Rights Department and the Personnel Department to develop and Implement this ordinance on sexual harassment.

IT IS HEREBY ORDAINED BY THE PEOPLE OF THE CITY OF DETROIT.

Section 1. That Chapter 13, of the 1984 Detroit City Code be amended by adding Article XII, Section(s) 13-12-1 to read as follows:

**Article XII.
Sexual Harassment SEC. 13-12-1.**

(a) Sexual Harassment is a violation of both state and federal laws. Federal guidelines place an affirmative duty upon the City of Detroit to inform not only city employees, but elected officials and agents as well, that sexual harassment is forbidden and any conduct of a sexual nature is prohibited in the work place.

(b) Sexual harassment is defined as expressed or implied sexual interaction or behavior which:

- (1) Interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment; or
- (2) Serves to effect employment decisions, i.e. salary, promotion, or career development, or
- (3) Is made either an explicit or implicit term or condition of an individual's employment.

(c) It is the policy of the City of Detroit that sexual harassment in the work place is unacceptable conduct and accordingly prohibited. Therefore, all department heads, managers, and supervisors are directed to take the following action:

- (1) Require that all employees shall sign a receipt indicating that they have read and received the policy and procedure for filing a sexual harassment complaint.
- (2) Take immediate corrective/ investigative action should such a discrimination be reported.
- (3) Report all sexual discrimination complaints to the Human Rights Department who shall have the responsibility for investigative action and monitoring.

(d) A comprehensive plan shall be established by directive or order of the mayor of the City of Detroit for every city department, division, agency, board or commission which shall include steps for receiving, investigating, and resolving complaints of sexual harassment.

(e) In order to implement this policy, all managers and supervisors are directed to take training classes on the city's guidelines and policy prohibiting sexual harassment, the training will be coordinated by the Personnel Department.

(f) The training classes will commence within sixty (60) days of the adoption of this ordinance.

(g) Each department shall designate an administrator to facilitate the implementation of the city's policy regarding sexual harassment.

Section 2. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

Section 3. This ordinance is declared necessary for the preservation of the public peace, health, safety, and welfare of the people of the City of Detroit and is effective thirty (30) days after passage.

(J.C.C. P.	August 7, 1992)
Passed	September 30, 1992
Approved	October 1, 1992
Published	October 7, 1992
Effective	October 30, 1992

JAMES H. BRADLEY
City Clerk